Organizational Impacts of Sea Warrior

Ricky Hall - NPRST

Navy Personnel
Command
Millington,
Tennessee

The Navy As An Organization

- **Infrastructure and Business Processes** *(mission accomplishment)*

  - Recruiting

  - Training

  - Distribution and Assignment

  - Warfighting and Readiness

  - Etc.

- **Personnel** *(the people accomplishing the mission)*
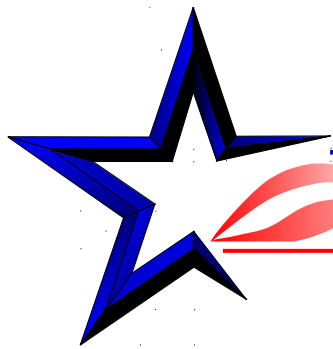
  - Sailors

  - Officers

  - Civilians

Sea Warrior: Achieving CNO Priorities

- **Alignment**
- **Quality of Service**
- **Manpower**
- **Current Readiness**
- **Future Readiness**

CNO Guidance for 2004

Create and develop a web-based career management system that combines the products of Task Force EXCEL, Project SAIL, and the Improving Navy's Workforce project. (CNP)

HR Alignment within Sea Warrior

- ***Alignment*** - Aligns human resources to performance of specific, mission-essential tasks. ***ROI:*** *Optimize HR cost for specific mission tasks; identify and harvest excess HR funding.*

- ***Getting There...***

    - Identify Mission Tasks and Requirements – INWF
    - Optimized Distribution – Slating

- ***Once We're There...***

    - Reinvesting savings
    - Sailor Career progression vs. Training/Task Fit

Improving the Navy's Quality of Service

- ***Quality of Service*** - Decentralizes, flattens, and adds transparency to processes, allowing end-users maximum control and understanding of events that impact their performance. ***ROI:*** *Customer satisfaction improvements coupled with a reduction of infrastructure costs.*

- ***Getting There...***

  - Web-Based HR system with interfaces for all end-users
  - Self-service modules for system "players"
  - Symmetric and standardized information for all end-users

- ***Once We're There...***

  - Keeping rules and business processes up-to-date
  - Increased control and benefit = increased responsibility
  - Managing user expectations

Managing the Navy's Manpower

- ***Manpower*** - State and fulfill manpower requirements using industry-standard, cross-functional, legally-defensible taxonomies. ***ROI:*** *Identify and eliminate redundancies in stove-piped HR requirements and solutions; enhance portability of workforce to and from civilian sector, driving down cost of human capital.*

- ***Getting There…***

  - SkillsNet methodology
  - Training to new standards – NEC/Skill Object crosswalk

- ***Once We're There…***

  - Distinguishing between "requirements" and "position description"
  - Increased numbers of lateral transfers

Readiness: Today and Tomorrow

- ***Current & Future Readiness*** – Enable a 24/7 view of HR readiness indexed to specific mission tasks; Re-invest HR savings in re-capitalization for future capabilities and integrate future HR requirements into current HR planning. ***ROI:*** *Focus scarce resources on meeting prioritized readiness needs; A Sea Warrior force that leads change!*

- ***Getting There...***

  - Integrated databases and synchronized updates
  - Resolving classified data issues
  - Decision-support tools
  - Human Systems Integration

- ***Once We're There...***

  - Increased mission performance – Mission Performance System
  - Managing future capabilities